



Women into Cyber

The Challenge:

Our client was a Global Defence Contractor that had been struggling to hire for some time. They were at the start of a huge transformation project and need to upskill their entire workforce by 50%. The Client had an objective to try to increase the number of women that they were hiring into cyber roles.

In terms of hiring, the Cyber market is one where the middle tier of talent is missing. At present, the top tier of seasoned professionals move around from business to business, or students take on STEM subjects and ethical hacking in their under-or post-graduate studies. The talent is polarised to very experienced and expensive or not experienced enough.

Our Solution

At Outsource UK, the Cyber Security team has built-in workforce solutions to find long term fixes for our clients, one of the most successful is the Women In Cyber programme.

Their PenTest and SOC functions were a part of this project and they have been looking for 8 mid-level skilled Penetration Testers, vacancies for these due to location requirements had been open for nearly 12 months.

We proposed the programme, pre-screened a total of 47 women from suitable backgrounds and invited them to an interview day with a view to putting them on a 12 week CSTM (Cyber Scheme Team Member) training course.

Less than one week post-interview day, they have held 10 final interviews with a view to offer permanent full time roles immediately to four and put the remaining seven through the 12 week CSTM course – these women were ready to work with their clients within 3 months from the date they started the course.

Positive Outcome

“Having recently engaged in the Women in Cyber programme I have been greatly impressed by the broad range of candidates involved and it has been amazing to meet a group of people so passionate about the challenges digital adoption brings and the need for cyber security across industry and Government. As Operations lead for a cyber-business I struggle to find appropriate resource and having access to candidates through alternatives means such as this scheme has been a great help in closing this gap.”

Head of Security Operations, Global Cyber Security Defence services business

“I would like to emphasise our support in initiatives like this, especially where there is a mutually beneficial partnership and additional vehicles to encourage women into cyber roles.”

Chief Technology Officer, Global Cyber Security Defence services business

Get in touch to find out more about our Workforce Solutions for your business

We're here to help you solve your hiring headaches. Contact the team for more information on our range of handcrafted Workforce Solutions including Compliance Audits for IR35, Payrolling, MSP, RPO and dedicated Direct Sourcing talent pools.